



Kingsgate

Consolidated Limited

DIVERSITY POLICY

This Policy outlines Kingsgate Consolidated Limited and its subsidiaries' (collectively the 'Company') policy on achieving diversity in all its operations, both in Australia and overseas, by recognising and utilising the contribution of diverse skills and talent from all levels to meet the goals and build value for the Company.

The Company recognises and values the unique contribution people can make because of their individual background and different skills, experiences and perspectives. Diversity may result from a range of factors including age, gender, ethnicity, cultural background or other personal factors. The Company values the differences between its people and the contribution these differences make to the Company and considers it will benefit from the implementation of a Diversity Policy in that it will:

- attract and retain a skilled workforce;
- provide equal employment opportunities, including with respect to internal promotion, leadership development and flexible work practices, having regard to the relative ability and performance of employees;
- create an inclusive workplace culture to make the Company an employer of choice;
- reflect the diversity of the communities in which it operates;
- contribute to the economic and social development of the communities in which it operates.

Achieving Diversity

The Company will work to improve the diversity of its workforce over time by ensuring the Company will provide equal opportunities in respect to employment and employment conditions, including in recruitment, training and career advancement. All decisions will be made to meet the Company's needs and be determined on skill and merit. Employees will be rewarded and prompted on the basis of their performance and managers will be taught to manage diversity to ensure that all employees are treated and evaluated fairly.

The Company will develop programs to promote diversity, including flexible work practices, mentoring programs, employee education assistance and childcare assistance.

In reviewing and appointing directors, account will be taken for the potential of candidates to bring fresh and valuable perspectives to the governance of the Company. Where professional intermediaries are used to identify candidates, they will be required to take these factors into account in presenting candidates for appointment.

The Chief Executive Officer will be responsible to the Board for establishing, monitoring, reviewing and updating the policy, having regard to current best practice.

Measurable objectives will be set, including with respect to representing women at all levels of the Company, to ensure that the policy is implemented over time, and these will be reviewed and assessed by the Board on an annual basis and reported on in the Company's Annual Report.



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Review of Diversity Policy

The Board will regularly review this policy to ensure it remains consistent with the Board's objectives and responsibilities and the relevant standards of corporate governance and complies with the Corporations Act.

Attributes

Country: Australia Language: English

Approved By: Board of Directors of Kingsgate Consolidated Limited

Approved Date: 10 December 2024

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1.0	N/A
2.0	10.12.2024